

A landscape photograph of a golden field under a blue sky with white clouds and a rainbow.

Regional Industry Clusters of Opportunity Grant

**Central California Workforce
Collaborative
June 2011**

A wide landscape photograph showing a flat, golden-brown field under a vast blue sky with scattered white clouds. A faint rainbow is visible on the horizon.

RICO Grant Overview

- Central California Workforce Collaborative (CCWC) a consortia of nine (9) workforce boards, across fourteen (14) counties requested funds for the process
- Healthcare focus
- Target – utilize existing opportunities to facilitate regional change



How We Identified Our Regional Industry Clusters of Opportunity

- The Central California Workforce Collaborative (CCWC) selected Healthcare as one of five targeted industries in 2007.
- The Collaborative completed a region-wide employment survey of five high-skilled, high-wage sectors in 2008 and healthcare continued to indicate significant job growth.
- This was validated with the diagnostic information our team received at the first Action Clinic, we also utilized Economic Reports from EMSI for Healthcare across the region.



How We Engaged Employers to Develop Cluster Action Plans

- The CCWC's target was to develop an engagement process that utilized existing forums to minimize the time limits of our healthcare employers.
- The meetings were facilitated by the Hospital Council thus providing current insight into the most pressing needs of the industry.



Engaged Employers

Our Healthcare employers included: 1) Hospitals represented by the Hospital Council of Northern and Central California, 2) Rural Clinics represented by Central Valley Health Network, and 3) Long Term Care – Golden Living.

Overall - fifteen Healthcare agencies/employers participated in the Leadership meetings.



Engaging our Employers

- Scheduled six meetings, one Northern and one Central/Southern San Joaquin Valley
- All were lunch meetings and meeting kept to two hours
- Explained process and expectations of RICO
- Asked the questions about workforce and economic issues and Employers gladly provided input.
- Shared priorities ---- based on similar concerns voiced at meetings – ranked issues and reviewed at last meeting.



Other Key Partners

Other Key Stakeholders participated the Leadership meetings included:

- EDC's – CCEDC (Central California Economic Development Corporation)
- Community College, CSU and Private Universities – 14
- Workforce Investment Boards – 5
- Chamber of Commerce
- Central California Center of Excellence



Major Issues Identified

- Healthcare employers voiced that their main issue (workforce and economic development related) is the inability to access to a qualified workforce.
- Major critical Occupational Shortages
- Training not meeting standards –lack of industry recognized certifications for non-regulated training i.e., Surgical techs, etc
- Nursing program not providing tactical skills – having to spend large \$ and resources to train after graduation
 - Passing NCLEX does not reflect required Nursing skills
 - Nurse Internships programs needed such as *Versant*



Short Term Priorities

- Top three – at this time

TTP – New Nurse Internship

Psych Techs

Surprise ! State Prison Health Facility – Stockton

- *Larger Issue – these are symptoms – not the real problem*



A Sad Tragedy

- We know there are really good jobs available - last 90 days over 11,000 jobs posted in SJV - 2,800 are healthcare.
- There are approximately 300,000 unemployed SJV residents.
- Many unemployed being trained for jobs that are not there.
- Stressed job seekers wasting valuable time and resources.
- Hundreds of Employer Advisory Committees duplicating efforts and no standards to ensure employability.
- No training for many critical Healthcare jobs that continue to go unfilled causing both cost and patient safety concerns in the industry.
- Industry needs are evolving – Multi-Modal Rad Techs



More Regional Data

Jobs vs. Training (completions 2009)

Physicians Asst	66	vs.	17
Pharmacists	622	vs.	221
Pharmacy Techs	31	vs.	393
Medical Asst	69	vs.	647
Physical Therapists	780	vs.	52
PT Asst	148	vs.	0
Radiation Therapists	780	vs.	0
Occupational Ther Asst	300	vs.	0
Medical Records	83	vs.	589
Clinical Lab Scientists	73	vs.	0



Key Strategy for RICO

Current Assessment

- Systemic underlying dysfunctional design issues that inhibit progress in meeting the most critical issues identified by the industry
- No regional system or infrastructure to develop a qualified workforce based on real employment needs

Need to develop an infrastructure/entity to facilitate regional Healthcare training needs across the SJV region

Proposing: *SJVHCWPC- San Joaquin Valley HealthCare Workforce Planning Consortium*



Deliverables of RICO - *SJVHCWPC*

- Letters of Support
- New Regional Healthcare Employment Survey
- Regional Training Analysis
 - Gaps and Overages
- Strategic Regional Planning



Expected Outcomes

- Survey industry and determine top 5 workforce needs
- Complete training gap analysis based on identified top 5
- Work with CVHEC (Central Valley Higher Education Consortium) to begin strategic planning to meet needs
 - CVHEC to provide guidance to colleges to target grants research, etc on those needs
 - Regional discussions & planning concerning oversaturation, unmet needs
 - Regional Industry standards and certificates developed
 - Regional Employer Advisory Committees
 - Real Employment Education Materials for Students , and Job Seekers

Applying for grants/Seed funding to sponsor agency to facilitate process

6/20/2011 for a minimum of 3 years to institutionalize.



Continuation

- Received support from CINHC (California Institute of Nursing and Health Care) for assistance with Nurse Residency expansion
- Agreements from CCEDC in support to utilize their existing legislative forums for Healthcare industry needs
- Agreements WIB's, Higher Ed, CVHN - Clinics and Hospital Council to support continuation of effort.



Where we are today

- Have received technical assistance support from CINHC for Nurse Internship demonstration project – in process
- Employment Study – in process
- Initial training gap analysis complete



Nurse Residency (TTP) Program

Purpose

To provide an 18 week post NCLEX Internship program that focuses on :

- Additional classroom to gain nursing critical skills
- Preceptors – five hospitals working with Bakersfield College
- Nurses fully functional and employable at completion
- Program to begin in July/August; unable to start in June
- Plan to have hospitals fund the program

Based on outcomes roll-out across the San Joaquin Valley



Bottom Line

- Through the RICO Process we believe we have:
 - ✓ Identified the Problem
 - ✓ Identified a possible solution and process
 - ✓ Willing Partners at the Table
 - ✓ Need/looking for seed funding to institutionalize change

Questions?

